

DRUG AND ALCOHOL FREE WORKPLACE

PURPOSE

To provide a safe and drug-free work environment for our employees, clients of state agencies and the public.

SCOPE

This policy applies to all employees subject to the executive authority of the Governor and State Personnel Department, except law enforcement officers carrying out authorized undercover operations.

STATEMENT OF POLICY

A priority of the State of Indiana is the health and safety of state employees, their clients, and the public. The use of illegal drugs by employees, on or off duty, will not be tolerated.

No employee shall report for duty or remain on duty while having any measurable amount of alcohol in his/her system (which for enforcement purposes is defined as .02) or while having any measurable trace of a controlled substance in his/her system for which the employee does not have an authorized prescription.

No employee shall unlawfully manufacture, distribute, dispense, possess, or use alcohol or a controlled substance while in the course and scope of employment.

REFERENCES

Omnibus Transportation Testing Act of 1991
49 CFR Parts 40 and 382
25 IAC 4-1-1
Executive Order 90-5
Discipline Policy

EFFECTIVE DATE July 1, 2008

APPROVAL 
Daniel L. Hackler, State Personnel Director June 27, 2008
Date